

HARASSMENT POLICY

Effective Date: _____, 20____
Last Updated: _____, 20____

_____[Company Name] is committed to providing a work environment free from harassment of any kind. We believe that everyone deserves to work in a respectful and inclusive workplace that fosters growth and productivity. _____ [Company Name] will not allow unlawful discrimination or harassment of any employee by any other employee, manager, or company official. To that end, we have developed this harassment policy to outline the behavior that we expect from all employees.

This policy covers all employees, managers, and company officials. Each employee is expected to comply with this policy and ensure that prohibited conduct does not occur. Appropriate disciplinary action up to and including termination will be taken against violators.

Definitions of Harassment and Discrimination

_____[Company Name], in compliance with all applicable Federal, state, and local anti-discrimination and anti-harassment laws, utilizes these definitions and guidelines in enforcing this policy:

1. Discrimination

Discrimination means treating another individual less favorably for reasons based on race, color, gender, religion, or other protected status. Discrimination can include, but is not limited to:

- Limiting job opportunities, privileges, or benefits
- Unequal working conditions
- Evaluations based on characteristics unrelated to work
- Harassment or permitting harassment
- _____ [Description of job duty]

Discrimination based on race, gender, disability, or other characteristics is a violation of federal law. Discrimination in violation of this policy will be subject to disciplinary action up to and including termination.

2. Harassment

_____[Company Name] prohibits harassment of any kind, including sexual harassment, bullying, hazing, and stalking. _____ [Company Name] will take immediate and appropriate action in response to complaints or knowledge of violations of this policy.

How To Write A Harassment Statement

Huangqi Zhang



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Human Resource Management Robert N. Lussier, John R. Hendon, 2025-06-17 Whether your students are HRM or general management majors Human Resource Management Functions Applications and Skill Development will help them develop the skills they need to recruit select train and develop talent A wide variety of applications and experiential exercises keep students engaged and help them see the relevance of HR as they learn competencies they can apply in their personal and professional lives In the updated Fifth Edition bestselling authors Robert N Lussier and John R Hendon explore the important strategic function HR plays in today s organization This text is offered in Sage Vantage an intuitive learning platform that integrates quality Sage textbook content with assignable multimedia activities and auto graded assessments to drive student engagement and ensure accountability Unparalleled in its ease of use and built for dynamic teaching and learning Vantage offers customizable LMS integration and best in class support Instructors see how Vantage works Take a brief self guided tour with our interactive demo

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How to Write it Sandra E. Lamb, 2006 Provides examples and advice on writing announcements condolences invitations cover letters resumes recommendations memos proposals reports collection letters direct mail press releases and e mail [How to Write a Speech Code Without Really Trying](#) Thomas C. Grey, 1996 *Sexual Harassment and Bullying* Susan Strauss, 2013-10-06 Bullying in schools is often discussed but sexual harassment in schools and how it differs from bullying is often overlooked In fact though sexual harassment committed both by fellow students and school personnel is more common and yet more easily and quickly dismissed by those involved though its consequences for the victim can be profound This book provides parents teachers school officials and others with a framework comparing and contrasting sexual harassment and bullying as they relate to the behavior laws and impact on children The author describes the responsibility of the school district and how parents and other adults can navigate the schools policies barriers and responsibilities She argues that children should not be subjected to bullying OR sexual harassment that it is the school s responsibility to make the harassment or bullying stop and that parents and other caring adults often need to be involved and

advocate for the child even against resistance from those in the school system Throughout the book the author uses examples of actual cases that have made it to the courts and have been precedent setting and cases in which she has been involved as an expert witness or as a consultant Resources for readers are also provided at the end of the book

Equal Employment Opportunity Compliance Guide, 2013 Edition John F. Buckley, IV, 2012-12-01 Equal Employment Opportunity Compliance Guide is the comprehensive and easy to use guide that examines all the major administrative and judicial decisions interpretive memoranda and other publications of the EEOC providing complete compliance advice that is easy to follow as well as the full text of the most important EEOC publications and more on CD ROM This one stop EEO solution delivers completely current coverage of compliance developments related to Harassment Including thorough coverage of the employer's prevention responsibilities Disability Fully comply with all requirements including the accommodation of work schedules Religious discrimination Keep current with the most recent developments including reverse religious discrimination Gender identity discrimination Avoid high profile and potentially costly mistakes Save countless hours of research time This single powerful enclosed CD ROM contains Forms to support you from the initial stages of an EEO complaint EEOC regulations and exclusive annotations Hundreds of legal interpretations of EEOC regulations Primary source enforcement and guidance documents issued by the EEOC The most influential sections of the EEOC Compliance Manual Organized by topic

101 Sample Write-Ups for Documenting Employee Performance Problems Paul

Falcone, 2010-03-24 Whether you're addressing an initial infraction or handling termination worthy transgressions you need to be 100 percent confident that every employee encounter is clear fair and most importantly legal Thankfully HR expert Paul Falcone has provided this wide ranging resource that explains in detail the disciplinary process and provides ready to use documents that eliminate stress and second guessing about what to do and say Revised to reflect the latest developments in employment law the third edition of 101 Sample Write Ups for Documenting Employee Performance Problems includes expertly crafted easily customizable write ups that address sexual harassment absenteeism insubordination drug or alcohol abuse substandard work email and phone misuse teamwork issues managerial misconduct confidentiality breaches social media abuse and more With each sample document also including a performance improvement plan outcomes and consequences and a section of employee rebuttal it's easy to see why over 100 000 copies have already been sold making life for managers and HR personnel significantly easier when it comes to addressing employee performance issues

Decisions and Orders of the National Labor Relations Board United States. National Labor Relations Board, 2015

It's Okay to Be Angry Gary J. PhD Oliver, H. Norman DMin Wright, 2018-10-16 Did you know that it is okay to get angry In fact anger is a proper and godly response to some of the challenges we face While the Bible admonishes believers to be long suffering it also shows how anger can be a vital tool in God's hands for bringing about needed change Written specifically for women and counselors this insightful and practical book corrects the popular notion that good Christian women should never get angry

not for any reason not at anyone not ever Foreword by Lisa Bevere **Great Relationships and Sex Education** Alice Hoyle, Ester McGeeney, 2019-11-26 Great Relationships and Sex Education is an innovative and accessible guide for educators who work with young people to create and deliver Relationships and Sex Education RSE programmes Developed by two leading experts in the field it contains hundreds of creative activities and session ideas that can be used both by experienced RSE educators and those new to RSE Drawing on best practice and up to date research from around the world Great RSE provides fun challenging and critical ways to address key contemporary issues and debates in RSE Activity ideas are organised around key areas of learning in RSE Relationships Gender and Sexual Equality Bodies Sex and Sexual Health There are activities on consent pleasure friendships assertiveness contraception fertility and so much more All activities are LGBT inclusive and designed to encourage critical thinking and consideration of how digital technologies play out in young people's relationships and sexual lives This book offers Session ideas that can be adapted to support you to be creative and innovative in your approach and that allow you to respond to the needs of the young people that you work with Learning aims time needed for delivery suggested age groups to work with and instructions on how to deliver each activity as well as helpful tips and key points for educators to consider in each chapter Activities to help create safe and inclusive spaces for delivering RSE and involve young people in curriculum design A chapter on concluding the learning with ideas on how to involve young people in evaluating and reflecting on the curriculum and assessing their learning A list of recommended resources websites online training courses and links providing further information about RSE With over 200 activities to choose from this book is an essential resource for teachers school nurses youth workers sexual health practitioners and anyone delivering RSE to young people aged 11-25

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